

**LAKELAND COMMUNITY COLLEGE**  
**Kirtland, Ohio**  
**Human Resources Department**

Dear Potential Faculty Member:

As you begin to consider the College as an employer, it will be beneficial for you to compare our total compensation package with that of your current employer and/or other prospective employers. Our full-time faculty members are represented by a union (Lakeland Faculty Association or the LFA and OEA/NEA) and are paid in accordance with a salary schedule incorporated into their collective bargaining agreement.

**Here are some highlights of the current salary schedule:**

- Our faculty are contracted to work 178 days (two, sixteen-week semesters plus 18 days for other duties) per year.
- The collectively-bargained faculty schedule for base salaries is divided into three columns representing educational degree (Bachelor's, Master's, and PhD), with each column divided into many steps. Placement on the salary schedule reflects degree earned (column) and credit given for relevant experience (step). Here are the first two steps of the Bachelor's (18 steps), Master's (20 steps) and Doctorate (18 steps) columns, taken from the 2014-15 faculty salary schedule:

BA Step 0 - \$44,208	BA Step 1 - \$45,534
MA Step 0 - \$48,762	MA Step 1 - \$50,224
DR Step 0 - \$59,239	DR Step 1 - \$61,016

- Faculty members hired after August 2011 advance through the steps of the salary schedule at the rate of one step per every two semesters of full-time service, excluding summer sessions. Presently, the salary associated with each step represents a 3% increase over the previous step.
- There are opportunities for additional compensation in the form of overload during the fall and spring semesters. Overload is currently paid at \$747/unit and the 'max' is 18 units per year. Additionally, faculty members who teach in the summer are paid, per unit of load, at a rate of 1/44<sup>th</sup> of their base contract salary for the first nine units, at a rate of 1/48<sup>th</sup> for the second nine units and at the current overload rate for up to ten additional units. Below, we've illustrated how a faculty member's salary can increase with these additional teaching opportunities.

Degree	Basic Contract Step & Base Salary	Plus one 3-credit hr overload course - Fall & Spring (\$747/unit)	Plus one 3-credit hr course during the Summer
Master's	0 - \$48,762	$\$48,762 + \$4,482 = \$53,244$	$\$48,762 + \$3,325 = \$52,087$ without overload $\$48,762 + \$4,482 + \$3,325 = \$56,569$ w/ overload
Master's	1 - \$50,224	$\$50,224 + \$4,482 = \$54,706$	$\$50,224 + \$3,424 = \$53,648$ without overload $\$50,224 + \$4,482 + \$3,424 = \$58,130$ w/ overload

**SCROLL DOWN FOR ADDITIONAL DETAILS REGARDING THE COLLEGE'S COMPREHENSIVE BENEFITS**

**Here are some highlights of our current comprehensive benefits program:**

- *Medical Mutual's Super Med Plus PPO* for **health insurance** with generous in-network and out-of-network benefit levels and low-cost deductibles and co-pays. Employee monthly contributions are as follows:  
  
2014-15: Single plan - \$50/month; family plan - \$100/month  
2015-16: Single plan - \$60/month; family plan - \$120/month  
2016-17: Single plan - \$70/month; family plan - \$140/month
- Employees who have alternate equivalent medical coverage are presently eligible for a \$2,000 **annual waiver of insurance bonus**.
- High-quality, NO COST **dental insurance** for employees and eligible dependents
- High-quality, NO COST **vision insurance** for employees and eligible dependents
- NO COST **life and AD&D insurance** for employees, equal to twice the annual salary
- NO COST **long-term disability insurance** for employees who become disabled and who are not yet vested in the state retirement system, after which this coverage becomes supplemental to the STRS disability coverage
- **IRS Section 125** plan available for employees choosing to use pre-tax dollars to pay child or elder dependent care expenses and non-reimbursed medical, dental, vision, and/or prescription drug bills
- NO COST **Employee Assistance Program** providing assistance with mental health counseling, treatment for alcohol/drug abuse, child and elder care, credit and financial counseling, etc., for employees and eligible dependents
- FULL **waiver of the in-county instructional fees** for credit classes taken by the employee, his/her spouse, and IRS dependents; full or partial waiver of the entire cost of many non-credit classes taken by the employee, his/her spouse, and IRS dependents
- **Bookstore discounts:** 10% discount on new and used books and 20% discount on trade books, supplies, electronics, clothing, gifts and greeting cards
- **Enrollment in the State Teachers Retirement System** as mandated by the state of Ohio for income after retirement or disability OR election to participate in the Alternative Retirement Plan. Learn more at: [www.strsoh.org](http://www.strsoh.org).

In addition to learning more about the College, we thought you might want to research our Lake County community via this web resource: <http://www.lakevisit.com>

We hope this information is helpful. If you have specific questions or concerns, we encourage you to contact the Human Resources Department at 440-525-7575.